



**DEPARTMENT OF THE ARMY**  
HEADQUARTERS, 15TH REGIMENTAL SIGNAL BRIGADE  
FORT GORDON, GEORGIA 30905-5729

REPLY TO  
ATTENTION OF:

ATZH-TB

20 February 2007

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Policy Letter 24: Consideration of Others Program (COOP)

1. PURPOSE. To establish the 15<sup>th</sup> Regimental Signal Brigade Consideration of Others (COOP) Program.

2. POLICY/PROCEDURES.

a. The Consideration of Others Program (COOP) is a combat multiplier for the 15<sup>th</sup> Signal Brigade. It is centered on a comprehensive educational program, involving all Soldiers and civilian employees in the Brigade. The purpose of this program is to enhance trust, cohesion, and readiness through continual awareness and caring as organizational imperatives.

b. COOP is a commander's program which instills, in all members of the command, a belief and understanding in the Army's core values: Loyalty, Duty, Respect, Selfless Service, Honor, Integrity, and Personal Courage. We must build and maintain an Army where people do what is right, where we treat each other as we want to be treated.

c. Consideration of Others (C02) is a methodology which is implemented in small group sessions. Well-organized meetings of small groups are the ideal forum for building trust and teamwork within any command. To make these meetings a success, we must pay special attention to identifying and training C02 group facilitators.

d. On an annual basis, the model for the Consideration of Others Program for all Army and civilian personnel should include the following:

(1) All military and civilian personnel receive 8 hours annually:

(a) Two-hour quarterly sessions, small group discussion, with 15-30 personnel.

(b) Led by trained facilitators, who are appointed by the commander, and attend a three-day CO2 facilitator course.

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- (c) Leader involvement at all levels is the essential ingredient to a successful program. Training is required to be executed down to the squad, team, or section level. The Brigade Equal Opportunity Advisor is available to assist in your efforts.

3. A successful Consideration of Others Program instills caring and inspires willingness in members of organizations to take personal responsibility for their attitudes, actions, and words, to include changing them when necessary to promote unit cohesion and teamwork.



FRANK G. PENHA  
COL, SC  
Commanding

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